

STATE PERSONNEL BOARD

July 11, 2006

2:30 p.m. – 2:45 p.m.

Agenda Item 14. STATE PERSONNEL BOARD HEROES – Presentation

SPB staff wishes to show our appreciation to the following individuals who have partnered with SPB this past year and who have helped to make it possible for us to move forward with critical civil service reform efforts.

Remarks and presentation by Laura M. Aguilera, Assistant Executive Officer, State Personnel Board

Good afternoon, Board members

This afternoon we would like to make a special presentation to acknowledge and recognize the accomplishments of a very important collaboration between the Board, DPA, SEIU Local 1000, the State CIO and State agencies.

Over the last year, many people have worked very diligently and strategically to move forward critical civil service reform efforts. And, most importantly, this collaboration has resulted in major successes.

1. After many months of study, we have now developed a road map to modernize the classification structure and selection tools for the IT workforce in state civil service. It is our hope that this road map will serve as a model for further reform of other classifications.
2. We were successful in funding implementation of the revised classification structure which will update state IT classifications to reflect the work currently done by IT workers and also provide flexibility to respond to the changing environment of technology.
3. We were successful in funding the implementation of the modernization of our examination and certification system through the replacement of our legacy computer system.
4. We have been successful thus far in our legislative pursuit of authority to implement updated selection tools and methods, which we refer to as skills based certification, enabling us to select the right individuals, with the right set of skills for the right jobs.

It started with a shared vision . . . . that state government can operate as a seamless enterprise, delivering cost-effective, reliable, and accessible services to its clients and all

Californians. And that in order to achieve this vision, it was necessary to strengthen our Technology workforce.

At this time, it is my pleasure to introduce to you the following individuals who have been our partners throughout this effort.

First, I want to acknowledge the leadership from our State CIO, the visionary Clark Kelso, who established and staffed a Technology Governance structure which included the leaders of key departments and the best minds in state government. The accomplishments of the CIO office can only be described as phenomenal especially when you consider that his entire staff consists of a handful of individuals on loan from various state agencies.

Claudina Nevis, the CIO's very capable assistant, on loan from the Department of Motor Vehicles, can only be described as a miracle worker as she carefully identified and recruited partners convincing them to assist in executing the vision and meticulously kept everything moving and running smoothly ensuring all partners were kept in the loop and current on the status of various projects.

Mitch Coppin, from the Commission on Peace Officer Standards and Training, served as the Chair of the IT Council's HR Committee for over 2 years, developing the objectives and identifying the actions necessary to achieve the goal of strengthening our Technology workforce. Mitch will now take a much needed break from the assignment.

Caroline Cabias, on loan from the Board of Equalization, Project Manager Extraordinaire, lit the fire that took the committee from conception to reality. Caroline's motto is "Stop assessing, start addressing". With this approach, she successfully developed the roadmap for IT classification and selection reform. It is our hope that this roadmap will also serve as the model for future classification studies. Caroline has been the glue that makes this collaboration work, ensuring that all partners are able to provide input to the discussions and that their respective issues and concerns are adequately addressed.

Our partners at DPA, Darryl Tsujihara and Karen Lynch provided both the leadership and technical support to modernizing the technology classification structure bringing it up to date with today's standards and providing the flexibility to support tomorrow's needs. This, coupled with the SPB's work lead by Karen Coffee to similarly modernize the Selection tools and methods, will dramatically improve state government's ability to select the best IT workforce.

Finally, our partners who represent the IT workforce, SEIU local 1000. Two individuals stand out for their courage and leadership in this endeavor. One individual who could not be with us this afternoon, Margarita Maldonado, has worked for over two years from the inception of the IT HR committee and lending her expertise to the work of the committee. Despite her hectic schedule as Chair of the bargaining unit, she still found the time to attend meetings and actively participate in the discussions every step of the way.

And, Mary Hernandez, without whose help we could not have achieved the success we had at the legislature with both our budget and the legislation for skills-based certification.

The Board is grateful to these partners and we celebrate our accomplishments through their efforts.